

Job Opportunity: Forestry Technician

Employer: Sonoma Resource Conservation District

Work Location: Main office in Santa Rosa, Sonoma County, California, with option for partial remote work after completion of 90-day introductory period; field work throughout Sonoma County.

Status: Full-Time, Non-Exempt (1.0 FTE), including some evening and weekend hours. This at-will position is fully funded for one year, and continued employment is contingent on additional funding. Additional funding is expected.

Starting Compensation: \$23.44 - \$28.12/hour depending on work experience related to preferred qualifications listed.

Posting Date: May 15, 2026

Estimated Start: July 2026, or after, depending on availability.

Organizational Background

The Sonoma RCD (RCD) is a non-regulatory, local government entity empowered to manage soil, water, fish, and wildlife resources for conservation. In existence since the 1940s, RCDs are local grassroots conservation delivery systems that identify local conservation problems and guide solutions on a voluntary basis. The RCD covers 85% of Sonoma County and includes portions of the Russian River, Petaluma River, Sonoma Creek, Stemple Creek, and Gualala River Watersheds. The RCD has a budget of \$4.5MM and is almost exclusively grant and contract funded. Our mission is carried out by a governing board of seven directors (Board) and an interdisciplinary team of 18 professionals through four programs: agriculture, forestry, water resources, and community engagement. For more information visit our website at sonomarcld.org

Position Summary

The Forestry Technician position offers an exciting opportunity to apply forestry principles and project management skills to meaningful and impactful conservation work in some of California's most beautiful landscapes. They will work among a dynamic team of professionals, including a registered professional forester, licensed civil engineers, certified professionals in planning, certified professionals in erosion and sediment control (CPESC, biologists, a geomorphologist), and other natural resource professionals. Under the direct supervision of the Director of Forestry, a Registered Professional Forester (RPF), the Forestry Technician will assist in the development of LandSmart Forest Management Plans, including forest inventory, road assessments, mapping, and biological assessment. The Forestry Technician will also assist the RCD Forester with planning and implementation of wildland fuels reduction projects. The Forestry Technician may at times oversee subcontracted forestry workers during implementation of forest and vegetation management activities. This position allows for a diverse workload both in the office and the field. In-house and field training will be provided.

Essential Functions

- Under the direct supervision of the Director of Forestry, RPF, prepare LandSmart forest management plans including field data collection, research, mapping, and writing.
- Project mapping using ArcGIS.
- Conduct field work, including simple forest inventory, browns transects, and assessment of roads for erosion control points.

- Assist the RCD Forester with landowner outreach, education, and technical assistance.
- Oversee vegetation management to ensure compliance with contract specifications.
- Support preparation of permit applications and CEQA documentation.
- Assist with grant proposals and administration.

Please note this job description is not designed to cover or contain a comprehensive listing of activities, duties, or responsibilities that are required of the employee for this job. Duties, responsibilities, and activities may change at any time with or without notice.

Knowledge, Skills, and Experience

The ideal candidate is a forester, forest ecologist, or related natural resource conservation professional with a background in forest and watershed science and management. Relevant experience should include:

Required Qualifications

- Possession of a A.S, B.S., or M.S. in Forestry, Forest Ecology, Wildland Fire Science/ Ecology, Forest and Natural Resource Management, etc. Or a combination of education and experience equivalent to the possession of such a degree.
- Possess a desire to become a California Registered Professional Forester.
- Ability to identify native tree species in Sonoma County.
- Familiarity with North Coast ecosystems and environmental issues as well as an understanding of ecological principles including: plant and animal communities, competition, diversity, population dynamics, succession, disturbance, and nutrient cycling, and their influence on forest ecosystem structure and function.
- Knowledge of physical ecosystem attributes, including geology, topography, soils, watershed functions (including hydrology and water quality), and relevant classification systems.
- An understanding of tree physiology and the effects of disturbance, including climate and other biotic and abiotic attributes, on forest communities.
- Must have the ability to use a directional compass and topographical maps.
- Proficiency with ArcGIS, Outlook, Excel, and Word.
- Ability to communicate effectively in English, both verbally and in written form, sufficient to convey information and instructions to the public and colleagues.
- Self-starter with high dependability, keen attention to detail, and excellent communication and organizational skills.
- Flexible hours required, including some weekday nights and weekends, to attend community events, meetings, and conferences.
- Must be at least 18 years of age at the time of employment.
- A valid driver's license, vehicle, and proof of auto insurance is required at the time of hire.

Preferred Qualifications

- Spanish fluency and ability to translate.
- Possession of a B.S. or M.S. degree from a program accredited by the Society of American Foresters
- Knowledge of the primary land measurement methods and geospatial analyses, and an ability to design and implement forest inventories that meet a variety of specific objectives using appropriate sampling methods.
- An ability to develop and apply silvicultural prescriptions and anticipate the results relative to a range of management objectives.

- Knowledge of local fire ecology, wildland fire behavior, fuels management, and the role of fire in local forests.
- Knowledge of rural road building and maintenance principles, and their role in watershed management.
- An ability to develop forest management plans with specific multiple objectives and constraints and an ability to explain the range of feasible alternatives and defend, orally and in writing, the recommended management actions.

Work Environment

Work is performed in an indoor/outdoor setting to include:

- Field settings that include various terrains, dense vegetation (with possible exposure poison oak, ticks, and mosquitos), and hot, cold, and wet conditions.
- A professional office environment that includes operation of standard office equipment such as computers, phones, copiers, calculators, and filing cabinets.

Physical Requirements

Work in the field requires prolonged standing, walking long distances across rugged or uneven terrain in all weather conditions, climbing, jumping, stooping, kneeling, crouching, crawling, and recurring bending, lifting, reaching, and carrying of items weighing up to 30 pounds. Changes in lighting such as alternating bright sunlight and dark shade are encountered. Noise levels constantly vary. Work in the office requires frequently remaining in a stationary position, operating a computer and other standard office equipment, conversing by telephone and in person. Work in the field and in the office requires near and far visual acuity for expansive reading, computer operation, editing of documents, map interpretation, and data collection. Driving required for local travel.

Compensation/Benefits

The starting compensation for this position is \$23.44- \$28.12 per hour, depending on experience. Benefits for this position include employer-sponsored medical, dental, and vision insurance (100% coverage for employee; dependent coverage available at 100% cost to the employee); \$50,000 employer-sponsored life insurance policy; a 401(a) retirement plan with a non-matching employer contribution of 5.00% and the option to make voluntary pre-tax contributions into a 457(b) plan; paid time off and holiday leave; and an employee assistance program. **No relocation assistance will be provided.**

How to Apply

We encourage individuals who believe they have the skills necessary to thrive in this role to apply, even if they do not meet all the qualifications outlined above. Please submit a cover letter, resume, and three (3) professional references to hr@sonomarc.d.org with "Forestry Technician" in the subject line. **Applications must be received no later than 5:00 PM Pacific Standard Time on June 12, 2026. No phone calls, please.**

Sonoma Resource Conservation District is an equal opportunity employer. Employment is based on qualifications and competency. We prohibit discrimination based on race, color, religion, religious creed (including religious dress and grooming practices), national origin, ancestry, citizenship, physical or mental disability, medical condition (including cancer and genetic characteristics), genetic information, marital status, sex (including pregnancy, childbirth, breastfeeding, or related medical conditions), gender, gender identity, gender expression, age, sexual orientation, veteran and/or military status, and any other status protected by state or federal law.